Retention Counseling Session

Career Development

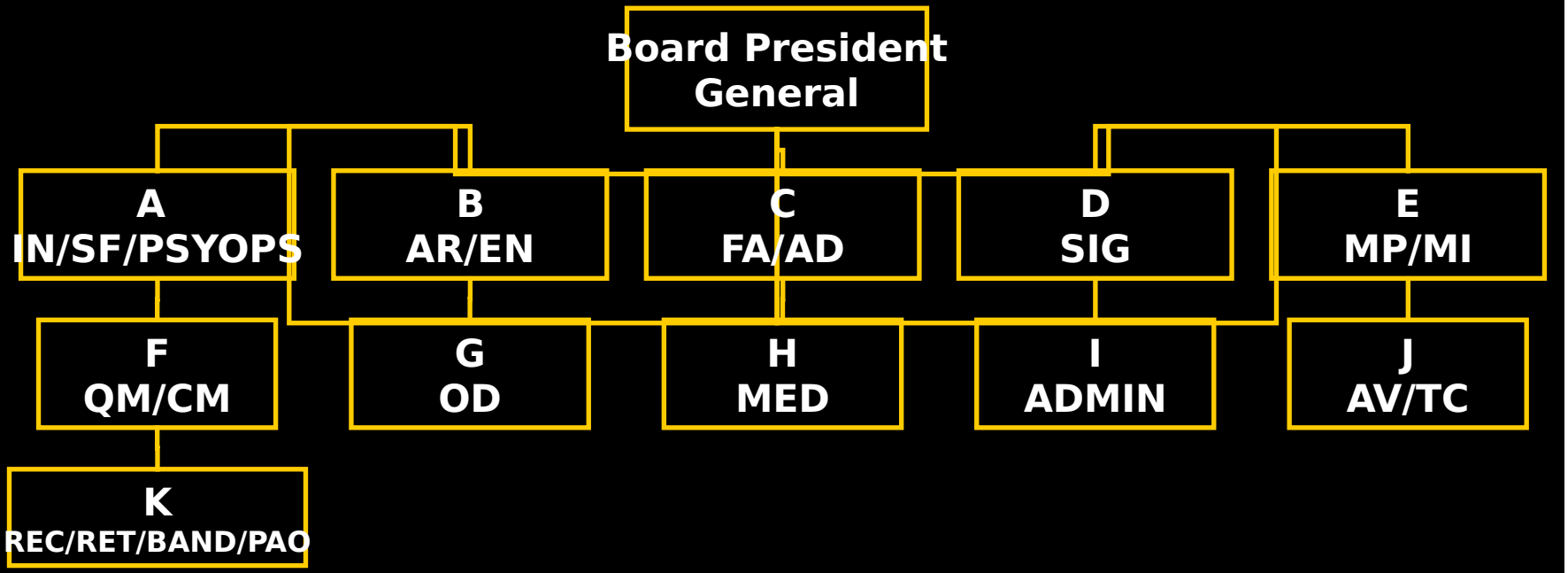
Career Development

- Promotion
- Education
- Recognition
- Reclassification
- BEAR Program
- Special Duty Assignments
- Other

Promotion

- **Decentralized**
- **Semi-Centralized**
- **Centralized**

Board Composition



Centralized Promotion

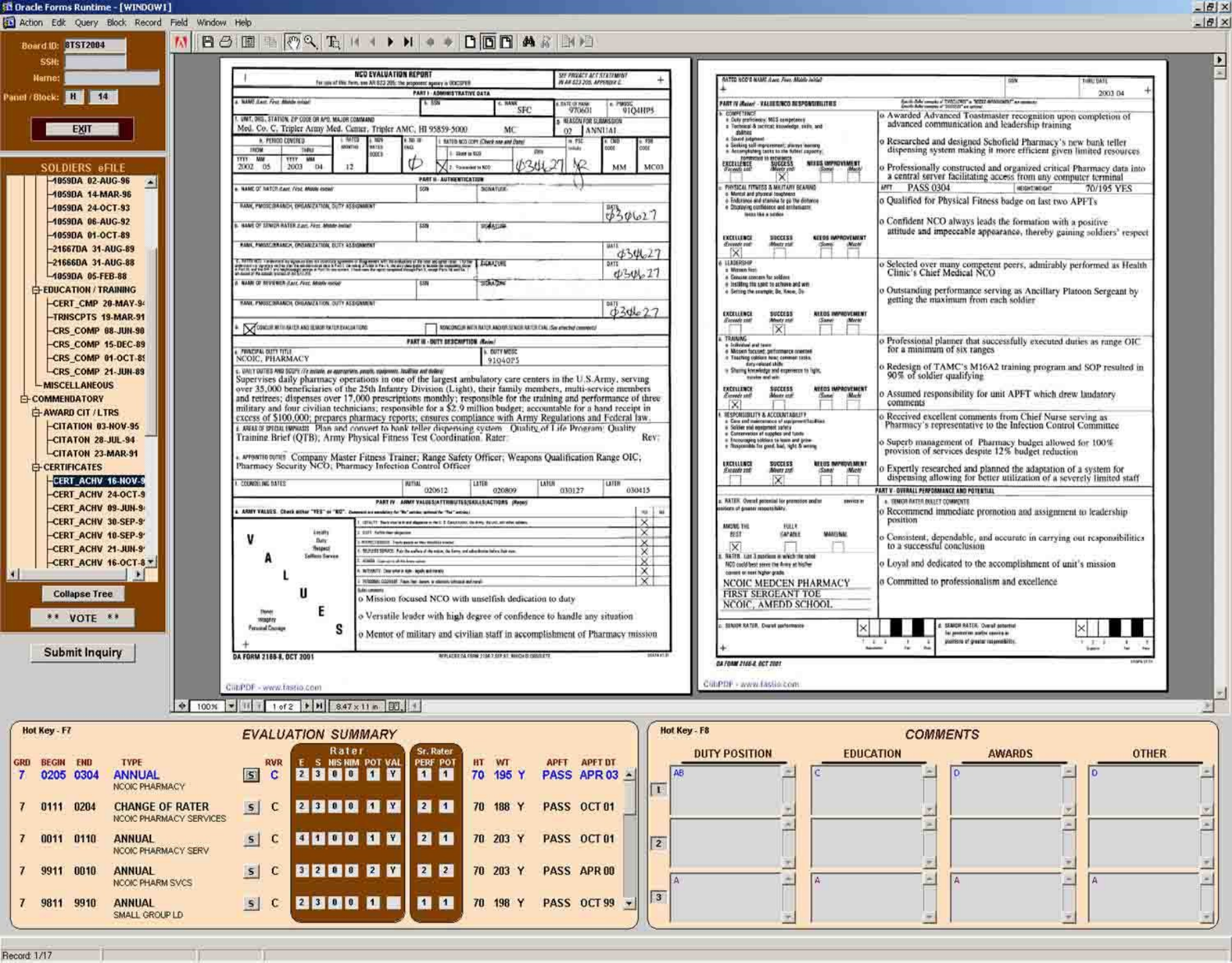
Score	Performance	Result	
6 (+/-)	Exceptional	=	*Select NOW*
5 (+/-)	Excellent	=	*Definitely Select*
4 (+/-)	Strong	=	*Should Select*
3 (+/-)	Successful	=	*Select if Room*
2 (+/-)	Acceptable	=	*Retain in Grade*
1 (+/-)	Substandard	=	*QMP Referral*

F Q

taining "An Army of One"

Individual Board P

- OMPF (Performance Portion)
- ERB
- Photograph
- Correspondence to the Board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Name:
Panel / Block: H 14
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SOLDIERS eFILE
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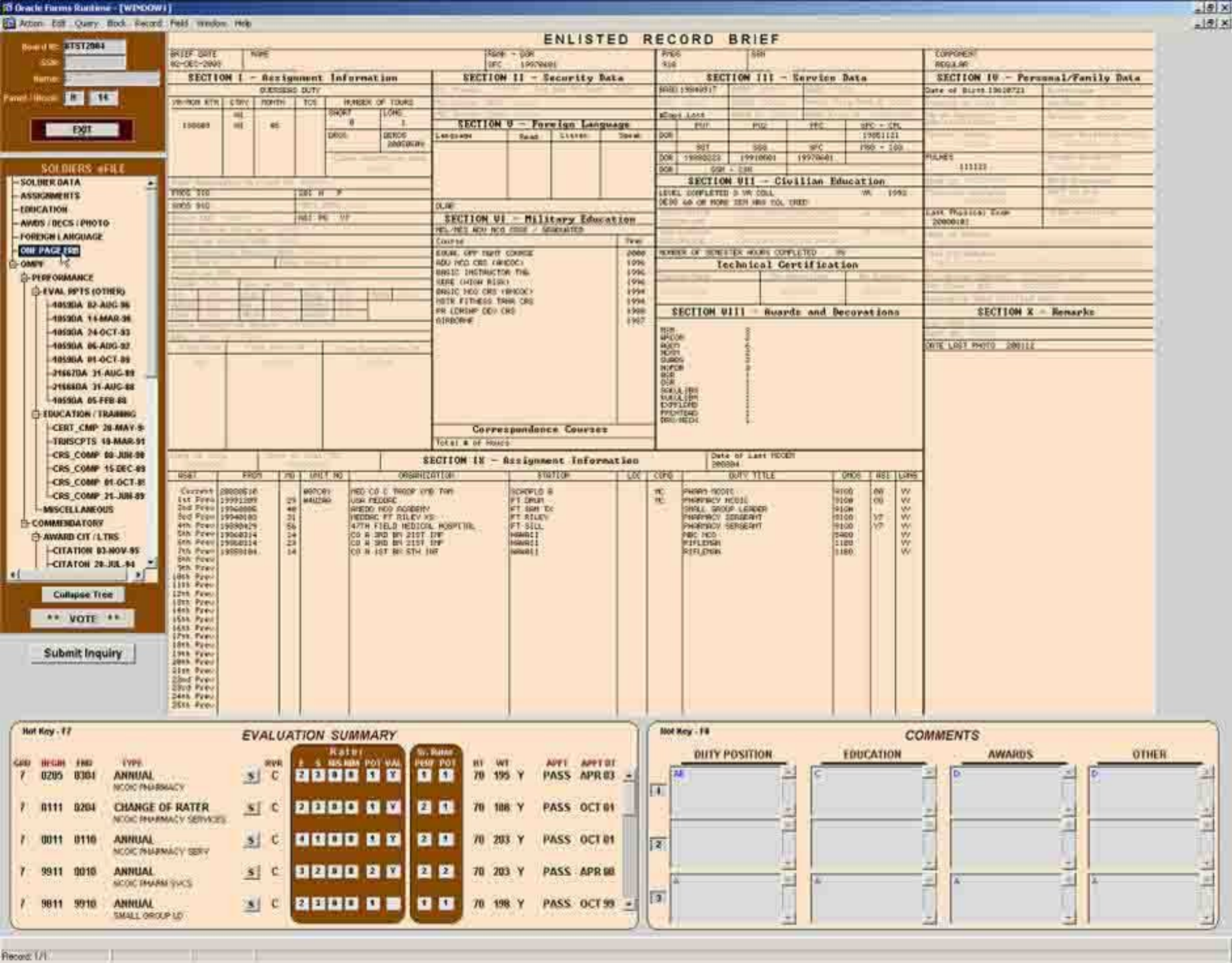
1059DA 14-MAR-96
1059DA 24-OCT-93
1059DA 06-AUG-92
1059DA 01-OCT-89
21667DA 31-AUG-89
21666DA 31-AUG-88
1059DA 05-FEB-88
EDUCATION / TRAINING
CERT_CMP 20-MAY-9
TRNSCPTS 19-MAR-91
CRS_COMP 08-JUN-90
CRS_COMP 15-DEC-89
CRS_COMP 01-OCT-8
CRS_COMP 21-JUN-89
MISCELLANEOUS
COMMENDATORY
AWARD CIT / LTRS
CITATION 03-NOV-95
CITATON 28-JUL-94
CITATON 23-MAR-91
CERTIFICATES
CERT_ACHV 16-NOV-9
CERT_ACHV 24-OCT-9
CERT_ACHV 09-JUN-9
CERT_ACHV 30-SEP-9
CERT_ACHV 10-SEP-9
CERT_ACHV 21-JUN-9
CERT_ACHV 16-OCT-8
Collapse Tree
** VOTE **
Submit Inquiry
NCO EVALUATION REPORT
PART I - ADMINISTRATIVE DATA
SFC
970601
91Q4HP5
Med. Co. C, Tripler Army Med. Center, Tripler AMC, HI 95859-5000
MC
02
ANN11A1
2002 05
2003 04
12
MM
MC03
PART II - AUTHENTICATION
PART III - DUTY DESCRIPTION
NCOIC, PHARMACY
91Q40P5
Supervises daily pharmacy operations in one of the largest ambulatory care centers in the U.S.Army, serving over 35,000 beneficiaries of the 25th Infantry Division (Light), their family members, multi-service members and retirees; dispenses over 17,000 prescriptions monthly; responsible for the training and performance of three military and four civilian technicians; responsible for a $2.9 million budget; accountable for a hand receipt in excess of $100,000; prepares pharmacy reports; ensures compliance with Army Regulations and Federal law.
Plan and convert to bank teller dispensing system. Quality of Life Program: Quality Training Brief (QTB); Army Physical Fitness Test Coordination. Rater:
Company Master Fitness Trainer; Range Safety Officer; Weapons Qualification Range OIC; Pharmacy Security NCO; Pharmacy Infection Control Officer
020612
020809
030127
030415
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS
VALUES
o Mission focused NCO with unselfish dedication to duty
o Versatile leader with high degree of confidence to handle any situation
o Mentor of military and civilian staff in accomplishment of Pharmacy mission
DA FORM 2166-8, OCT 2001
2003 04
PART IV - VALUES/NCO RESPONSIBILITIES
o Awarded Advanced Toastmaster recognition upon completion of advanced communication and leadership training
o Researched and designed Schofield Pharmacy's new bank teller dispensing system making it more efficient given limited resources
o Professionally constructed and organized critical Pharmacy data into a central server facilitating access from any computer terminal
APFT PASS 0304
HEIGHT/WEIGHT 70/195 YES
o Qualified for Physical Fitness badge on last two APFTs
o Confident NCO always leads the formation with a positive attitude and impeccable appearance, thereby gaining soldiers' respect
o Selected over many competent peers, admirably performed as Health Clinic's Chief Medical NCO
o Outstanding performance serving as Ancillary Platoon Sergeant by getting the maximum from each soldier
o Professional planner that successfully executed duties as range OIC for a minimum of six ranges
o Redesign of TAMC's M16A2 training program and SOP resulted in 90% of soldier qualifying
o Assumed responsibility for unit APFT which drew laudatory comments
o Received excellent comments from Chief Nurse serving as Pharmacy's representative to the Infection Control Committee
o Superb management of Pharmacy budget allowed for 100% provision of services despite 12% budget reduction
o Expertly researched and planned the adaptation of a system for dispensing allowing for better utilization of a severely limited staff
PART V - OVERALL PERFORMANCE AND POTENTIAL
NCOIC MEDCEN PHARMACY
FIRST SERGEANT TOE
NCOIC, AMEDD SCHOOL
o Recommend immediate promotion and assignment to leadership position
o Consistent, dependable, and accurate in carrying out responsibilities to a successful conclusion
o Loyal and dedicated to the accomplishment of unit's mission
o Committed to professionalism and excellence
DA FORM 2166-8, OCT 2001
CutePDF - www.fastio.com
100%
1 of 2
8.47 x 11 in
Hot Key - F7
EVALUATION SUMMARY
GRD BEGIN END TYPE RVR Rater E S NIS NIM POT VAL Sr. Rater PERF POT HT WT APFT APFT DT
7 0205 0304 ANNUAL NCOIC PHARMACY S C 2 3 0 0 1 Y 1 1 70 195 Y PASS APR 03
7 0111 0204 CHANGE OF RATER NCOIC PHARMACY SERVICES S C 2 3 0 0 1 Y 2 1 70 188 Y PASS OCT 01
7 0011 0110 ANNUAL NCOIC PHARMACY SERV S C 4 1 0 0 1 Y 2 1 70 203 Y PASS OCT 01
7 9911 0010 ANNUAL NCOIC PHARM SVCS S C 3 2 0 0 2 Y 2 2 70 203 Y PASS APR 00
7 9811 9910 ANNUAL SMALL GROUP LD S C 2 3 0 0 1 1 1 70 198 Y PASS OCT 99
Hot Key - F8
COMMENTS
DUTY POSITION
EDUCATION
AWARDS
OTHER
1 AB C D D
2
3 A A A A
Record: 1/17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Action Edit Query Block Record Field Window Help
ENLISTED RECORD BRIEF
SOLDIERS eFILE
SOLDIER DATA
ASSIGNMENTS
EDUCATION
AWDS / DECS / PHOTO
FOREIGN LANGUAGE
ONE PAGE ERB
OMPF
PERFORMANCE
EVAL RPTS (OTHER)
EDUCATION / TRAINING
MISCELLANEOUS
COMMENDATORY
AWARD CIT / LTRS
Collapse Tree
** VOTE **
Submit Inquiry
SECTION I - Assignment Information
SECTION II - Security Data
SECTION III - Service Data
SECTION IV - Personal/Family Data
SECTION V - Foreign Language
SECTION VI - Military Education
SECTION VII - Civilian Education
Technical Certification
SECTION VIII - Awards and Decorations
SECTION IX - Assignment Information
SECTION X - Remarks
Correspondence Courses
EVALUATION SUMMARY
Hot Key - F7
Hot Key - F8
COMMENTS
DUTY POSITION
EDUCATION
AWARDS
OTHER

Enlisted Record Brief

Back to Intro Page

BRIEF DATE | NAME [redacted] | RANK - DOR [redacted] | PMOS 19Z | SSN [redacted] | COMPONENT REGULAR

Section I - Assignment Information

OVERSEAS DUTY

YR/MO RTN	CTRY	MONTH	TCS	NUMBER OF TOURS	
				SHORT	LONG
200308	IZ	7	1	0	1
200205	GM	46	1		
199907	YO	8	2		
199904	GM	9			
199606	BK	8			
199605	GM	54	1		

DROS 19960201 | DEROS

Corrus departure date XXXXXXX

Date Dependents Arrived OS XXXXXXXXXX

PMOS 19Z | SQI HM

SMOS 19E | PDSI/YRMO XXXXXXXXX

Bonus MOS XXXXXXXXX | ASI 2S

Bonus Enlist Elig Dt XXXXXXXXX

Promotion Points/YRMO XXXXXXXXX

Prev Promotion Points/YRMO XXXXXXXXX

Prom Seq# XXXXXXXXX | Prom Select Dt XXXXXXXXX

Promotion MOS XXXXXXXXX

ASVAB | Test # / Dt XXXXXXXXX

GT	XXXX	ELEC	XXXX	FOOD	XXXX	TECH	XXXX
ADMIN	XXXX	FA	XXXX	COMMO	XXXX		
CMBT	XXXX	MECH	XXXX	MAINT	XXXX		

Delay Seperation Reason XXXXXXXXX

AEA / DT XXXXXXXXX

Flag Code	Flag Start Dt	Flag Expiration Dt
XXXXXXXXX	XXXXXXXXX	XXXXXXXXX

Section II - Secrity Data

PSI Status XXXX | Fld Det PS Stat XXXX

PSI Invest INIT XXXXXXXXX

PSI Invest Compl XXXXXXX

Section V - Foreign Language

Language	Read	Listen	Speak

DLAB

SECTION VI - Military Education

MEL/MES ANCOC / GRADUATED

Course	YEAR
BATTLE STAFF	2001
CHEM OFF SCH OTHER	1998
ADV NCO CRS (ANCOC)	1997
BASIC INSTRUCTOR TNG	1996
M1/M1A1 ABRAMS MST GNR	1994
GERMAN CSC	1992
TOTAL ARMY INSTR TNG	1992
BASIC NCO CRS (BNCOC)	1991
PR LDRSHP DEV CRS	1990
COMBAT LIFE SAVERS CRS	1989

Correspondence Courses

Total # of Hours

Section III - Service Data

BASD 19880329 | PEBD XXXXXXX | BESD XXXXXXX

ETS XXXXXXX | DIEMS XXXXXXX | Reenl Elig/Prohib XXXXXXX

Days Lost | AGCM Dt XXXXXXX | AGCM Elig Dt XXXXXXX

	PVT	PV2	PFC	SPC - CPL
DOR		19880329	19890329	19900101

	SGT	SSG	SFC	MSG - 1SG
DOR	19910501	19931001	19970801	20030301
DOR	SGM - CSM			

SECTION VII-Civilian Education

LEVEL COMPLETED 2 YR COLL | YR 1998
DESG ASSOCIATE DEGREE

INSTITUTION XXXXXXXXX | YR XXXXXXXXX
DISCIPLINE

INSTITUTION XXXXXXXXX | YR XXXXXXXXX
DISCIPLINE

NUMBER OF SEMESTER HOURS COMPLETED 106

Technical Certification

Course Name	Dt Certified	Dt Expires

SECTION VIII - Awards and Decorations

1	BSM
2	MSM
1	ACMV
3	ARCOM
9	AAM
1	PUCA
1	ASUA
5	AGCM
2	NDSM
1	AFEM
2	KOSCM
1	AFSM
3	NOPDR
1	ASR
2	OSR
1	NATOMDL
1	DRV/MECH
1	GW/TEM
1	GW/TSM

Section IV - Personal/Family Data

Date of Birth 19681129 | Birthplace XXXXXXX

Country of Citz XXXXXXX | Sex/Race XXXXXXX

No. of Dependent Adults/Children XXXXXXX | Religion XXXXXXX

Martial Status XXXXXXX | Spouse Birthplace/Citz XXXXXXX

PULHES 111111 | Height/Weight XXXXXXX

ERMP DT XXXXXXX | #Cmd Sponsored XXXXXXX

Physical Category XXXXXXX | APFT Dt P/F XXXXXXX

Last Phys Exam 20031219 | MMRB Results/DT XXXXXXX

Home of Record XXXXXXX

Mailing Address XXXXXXX

Mil Spouse SSN / MPC XXXXXXX

Svc Comp / DoD XXXXXXX

Emergency Data Verified Date XXXXXXX

SECTION X-Remarks

HIV YRMO XXXXXXX

RGMT AFL XXXXXXX

DATE LAST PHOTO 200402

Date of Loss | Date of Last PCS 20020531 | Date of Last NCOER 20030531

SECTION IX - Assignment Information

ASGT	FROM	MO	UNIT NO	ORGANIZATION	STATION	LOC	COMD	DUTY TITLE	DMOS	ASI	LANG
Current	20020711		WAQ1A0	030069ARCO A	FT STEWRT	X	FC	FIRST SERGEANT	19Z5M	00	
1st Prev	20020711	8	WAQ1A0	030069ARCO A	FT STEWRT	X	FC	FIRST SERGEANT	19Z5M	2S	YY
2nd Prev	20020711	8	WAQ1A0	030069ARCO A	FT STEWRT	X	FC	FIRST SERGEANT	19K5M	2S	YY
3rd Prev	20000630	12	WA04QA1	USA CMTC OBS CNT	HOHENFELS	X	EN	CO/TM OBSERVER CONTROLLE	19K4H	2S	YY
4th Prev	20000630	12	WA04QA1	USA CMTC OBS CNT	HOHENFELS	X	EN	PLT OBSERVER CONTROLLER	19K4H	2S	YY
5th Prev	19990422	3		C CO 1/35 AR	BAUMHOLDE	X	E5	PLATOON SERGEANT	19K4H	A8	YY
6th Prev	19980801	4		C CO 1/35 AR	BAUMHOLDE	X	E5	PLATOON SERGEANT	19K4H	A8	YY
7th Prev	19960801	12		B CO USAARMC CGD	FT KNOX	X	TC	SR TRN DEV WRITER	19K4H	A8	YY
8th Prev	19960801	12		B CO USAARMC CGD	FT KNOX	X	TC	M1A1 TANK GUN SEC NCOIC	19K4H	A8	YY
9th Prev	19960205	6		C CO 4/67TH AR	FRIEDBERG	X	E5	MASTER GUNNER	19K3O	A8	YY
10th Prev	19920101	6		B CO 4/67 AR	FRIEDBERG	X	E5	MASTER GUNNER	19K3O	A8	YY
11th Prev	19920101	8		B CO 4/67 AR	FRIEDBERG	X	E5	MSTR GUNNER/ HQ PLT SGT	19K3O	A8	YY
12th Prev	19920101	12		B CO 4/67 AR	FRIEDBERG	X	E5	MASTER GUNNER	19K3O	A8	YY
13th Prev	19920101	6		B CO 4/67 AR	FRIEDBERG	X	E5	TANK COMMANDER	19K2O	00	YY
14th Prev	19920101	12		B CO 4/67 AR	FRIEDBERG	X	E5	GUNNER	19K2O	00	YY
15th Prev	19910501	7		B CO 2/35 AR	FT CARSON	X	FC	TANK COMMANDER	19K3O	00	YY
16th Prev	19910501	3		B CO 2/35 AR	FT CARSON	X	FC	SENIOR GUNNER	19K2O	00	YY
17th Prev	19880729	48		HHC 4/40 AR	FT CARSON	X	FC	ARMOR CREWMAN	19E1O	00	YY
18th Prev	19880329	1		46TH AG BN	FT KNOX	X	TC	TRAINEE	19E1O	00	YY
19th Prev						X					
20th Prev						X					
21th Prev						X					
22th Prev						X					
23th Prev						X					
24th Prev						X					
25th Prev						X					

Oracle Forms Runtime - [WINDOW1]

Action Edit Query Block Record Field Window Help

Board No: STST2004
SSN:
Name:
Panel / Block: II 14

EXIT

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWARDS / DECORATIONS
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 10530A 02-AUG-96
      - 10530A 14-MAR-96
      - 10530A 24-OCT-93
      - 10530A 06-AUG-92
      - 10530A 01-OCT-89
      - 2166701A 31-AUG-89
      - 2166680A 31-AUG-88
      - 10530A 05-FEB-88
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      - TRNSCPTS 19-MAR-91
      - CRS_COMP 08-JUN-90
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      - CRS_COMP 21-JUN-89
    - MISCELLANEOUS
  - COMMENDATORY
    - AWARD CIT / LTRS
      - CITATION 03-NOV-95
      - CITATON 28-JUL-94

Collapse Tree

** VOTE **

SSN

Name

Awards and Decorations

Number Granted	Award / Decoration	
3	MSM	MERITORIOUS SERVICE MEDAL
2	ARCOM	US ARMY COMMENDATION MEDAL
6	AGCM	USA GOOD CONDUCT MDL
2	NDSM	NATIONAL DEF SVC MEDAL
2	SWASM	SW ASIA SM BSS
3	NCOPDR	NCO PROF DEV RBN
1	ASR	USA SVC RBN
1	OSR	USA OS SVC RBN
1	SAKULIBM	KU-LIB-MDL (SAUDI ARABIA)
1	KUKULIBM	KU-LIB-MDL (KUWAIT)
1	EXPFLDMB	EXPERT FIELD MEDICAL BADGE
1	PRCHTBAD	PARACHUTIST BADGE
1	DRVMECH	DRIVER & MECHANIC BADGE

Date of Photo: 24-OCT-2002

Normal View

Submit Inquiry

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Hot Key - F7

EVALUATION SUMMARY

GRD	BEGIN	END	TYPE	RVR		Rater E	S	MS	NM	POT	VAL	Sr. Rater PERF	POT	RI	WT		APPT	APPT DT
7	0205	0301	ANNUAL NCOIC PHARMACY	S	C	2	3	0	0	1	Y	1	1	70	195	Y	PASS	APR 03
7	0111	0204	CHANGE OF RATER NCOIC PHARMACY SERVICES	S	C	2	3	0	0	1	Y	2	1	70	186	Y	PASS	OCT 01
7	0011	0110	ANNUAL NCOIC PHARMACY SERV	S	C	4	1	0	0	1	Y	2	1	70	203	Y	PASS	OCT 01
7	9911	0010	ANNUAL NCOIC PHARM SVCS	S	C	3	2	0	0	2	Y	2	2	70	203	Y	PASS	APR 00
7	9811	9910	ANNUAL SMALL GROUP LD	S	C	2	3	0	0	1		1	1	70	198	Y	PASS	OCT 99

Hot Key - F8

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1	AB	C	D	D
2				
3	A	A	A	A

Record: 1/1

Oracle Forms Runtime - [WINDOW1]

Action Edit Query Block Record Field Window Help

Board No: STST2004
SSN:
Name:
Panel / Block: II 14

EXIT

SOLDIERS eFILE

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Collapse Tree

** VOTE **

SSN Name

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Hot Key - F8

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2				
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Record: 1/1

Oracle Forms Runtime - [WINDOW1]

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Board No: STST2004
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7	0011	0110	ANNUAL	NCOIC PHARMACY SERV	S	C	4	1	0	0	1	Y	2	1	70	203	Y	PASS	OCT 01
7	9911	0010	ANNUAL	NCOIC PHARM SVCS	S	C	3	2	0	0	2	Y	2	2	70	203	Y	PASS	APR 00
7	9811	9910	ANNUAL	SMALL GROUP LD	S	C	2	3	0	0	1		1	1	70	198	Y	PASS	OCT 99

Hot Key - F8

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1	AE	C	D	D
2				
3	A	A	A	A

Record: 1/1

Oracle Forms Runtime - [WINDOW1]

Action Edit Query Block Record Field Window Help

Board ID: BTST2004
SSN:
Name:
Panel / Block: H 53

EXIT

SOLDIERS eFILE

- SOLDIER DATA
- ASSIGNMENTS
- EDUCATION
- AWDS / DECS / PHOTO
- FOREIGN LANGUAGE
- ONE PAGE ERB
- OMPF
  - PERFORMANCE
    - EVAL RPTS (OTHER)
      - 1059DA 17-FEB-00
      - 21667DA 30-APR-91
      - 21667DA 31-JUL-90
      - 21667DA 28-FEB-90
      - 21667DA 30-NOV-89
      - 1059DA 09-NOV-89
      - 21667DA 31-JAN-89
      - 1059DA 03-AUG-88
    - EDUCATION / TRAINING
      - CERT_CMP 12-SEP-03
      - TRNSCPTS 31-AUG-03
      - CERT_CMP 09-APR-99
      - CERT_CMP 27-MAR-9
      - CERT_CMP 02-OCT-98
      - CRS_COMP 15-OCT-9
      - CERT_CMP 29-JUL-96
      - CRS_COMP 05-APR-9
      - CERT_CMP 04-MAR-9
      - CERT_CMP 09-NOV-89
      - CERT_CMP 10-AUG-88

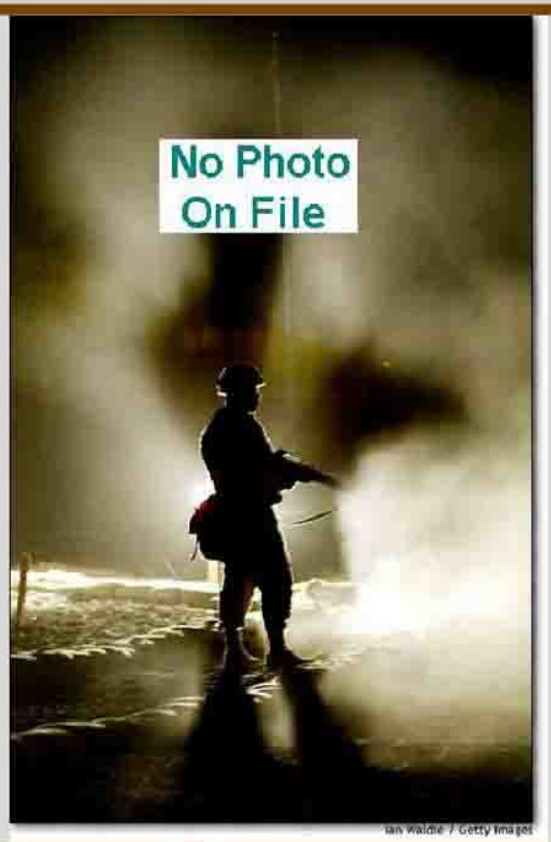
Collapse Tree

** VOTE **

SSN Name

Awards and Decorations

Number Granted	Award / Decoration	
5	ARCOM	US ARMY COMMENDATION MEDAL
3	AAM	US ARMY ACHIEVEMENT MEDAL
6	AGCM	USA GOOD CONDUCT MDL
2	NDSM	NATIONAL DEF SVC MEDAL
3	SWABS	SW ASIA SM BSS
3	NOPDR	NCO PROF DEV RBN
2	OSR	USA OS SVC RBN
1	EXPFLDMB	EXPERT FIELD MEDICAL BADGE



Date of Photo: 14-JAN-2003

Normal View

Submit Inquiry

Hot Key - F7

EVALUATION SUMMARY

GRD	BEGIN	END	TYPE		RVR	Rater E	Rater S	Rater NIS	Rater NIM	Rater POT	Rater VAL	Sr. Rater PERF	Sr. Rater POT	HT	WT		APFT	APFT DT
7	0207	0306	ANNUAL SECTION NCOIC-ICNSMCHS	S	C	4	1	0	0	1	Y	1	1	62	151	Y	PROF	MAR 03
7	0112	0206	CHANGE OF RATER NCOIC EMERGENCY ROOM	S	C	4	1	0	0	1	Y	1	1	62	152	Y	PASS	APR 02
7	0012	0111	ANNUAL NCOIC EMERGENCY ROOM	S	C	3	2	0	0	1	Y	1	1	62	155	Y	PASS	MAY 01
7	0004	0011	CHANGE OF RATER NCOIC EMERGENCY ROOM	S	C	3	2	0	0	1	Y	1	1	62	147	Y	PASS	NOV 00
6	9904	0003	ANNUAL INSTR	S	C	3	2	0	0	1	Y	1	1	62	148	Y	PASS	OCT 99

COMMENTS

	DUTY POSITION	EDUCATION	AWARDS	OTHER
1	AL	M	N	B
2	R	R	A	S
3	X	X	X	X

Record: 1/1

Letters To The Board President

DO's

- Be Brief, Concise and Factual
- Use Memorandum Format
- Provide Info Not on OMPF
- Address the Board President

DON'Ts

- Use to Express Grievances
- Justify Past Misconduct
- Boast About Yourself
- Enclose Irrelevant Documents

Individual Board P

- OMPF (Performance Portion)
- ERB
- Photograph
- Correspondence to the Board

Education

- **NCOES**
- **ACES**

Career Development

- Promotion
- Education
- Recognition
- Reclassification
- BEAR Program
- Special Duty Assignments
- Other

Retention Counseling Session

Career Development

https://www.hrc.army.mil

Career Development

- **Annually on BASD Anniversary**
- **Commander will Discuss**
  - ✔ **Individual Status**
  - ✔ **Career Goals**
  - ✔ **Status of MOS**
  - ✔ **BEAR/Reclassification**

Sustaining "An Army of One"

Career Development

- 30-60 Days After Reenlistment
- Career Counselor will Discuss
  - ✔ Fulfillment of Reenlistment
- “Service After the Sale”
- Referral to Outside Agencies
- DA Form 4591-R

Career Development

- 60-90 Days Prior to PCS
- Career Counselor will Discuss
  - ✔ PCS Process
  - ✔ Service Remaining Requirements
  - ✔ Security Clearance
- DA Form 4591-R

Retention Counseling Session

Career Development